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MINUTES

May 15, 1986

WESTERN KENTUCKY UNIVERSITY FACULTY SENATE X

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Call to Order

A special meeting of the Faculty Senate was called to order by Chair Gene Evans in the Regents' Room. The purpose of the meeting was to discuss a motion concerning the process by which administrative appointments are made. A quorum was present.

Roll Call

Absent without substitutes were:

Alford, Emery	Fulmer, Joe	Seitz, Joerg
Babcock, James	Humm, Audrey	Smothers, Alan
Ball, Karlene	Koper, James	Stickle, Fred
Baum, Robert	Kummer, William	Stomps, Walter
Bretz, Robert	Lowry, Mark	Sullivan, Brian
Caillouet, Larry	Noser, Tom	Tuthill, Brent
Cannon, David	Otto, Bob	Uveges, Joe
Coffey, David	Pearson, Pat	VanderHeyden, Terry
Crume, Chuck	Pickett, Leo	Wright, Peggy

Address from the Chair

Chair Evans explained that this special meeting was called at the behest of the Executive Committee, and that special meetings must be confined to discussion of a specified topic, which, in this case, was the process for administrative appointments. He read relevant portions of the *Strategic Plan for Higher Education in Kentucky (1985)*, the *Western Kentucky University Affirmative Action Plan*, and the *Equal Employment Opportunity Policy*. The gist of these selections is that faculty members should participate in University decision-making, that the Affirmative Action Officer should be involved in recruitment, screening, and selection of persons for faculty and management positions and should meet with a search committee before the recruitment process is initiated in order to acquaint the members with the mandatory provisions of the University's affirmative action program and equal employment obligations, and that the policy of promotions from within the University should insure that all employees have equal opportunity for advancement. He pointed out, however, that, at Western, there are 38 executive, administrative, and managerial positions, plus an additional 129 positions classified as professional, non-faculty positions, including such positions as curator, head athletic trainer, photojournalist in residence, secretary to the President, staff accountant, staff pharmacist, supervisor of instrument shop operations, etc. The Chair questioned whether faculty really wanted to be involved in the selection process for all of these positions. He left it to the Senate to decide how many of these positions it wishes to include in its recommendations. He then requested a motion for informal consideration of the topic for which the special meeting was called. The motion was made by Senator Vos and seconded by Senator Weigel. No vote was taken. Informal discussion then began.

Informal Discussion

Senator Palmer said that she believed very strongly in the principle that an organization which views itself as a facilitator of the development of its employees should post notices of job vacancies, with job descriptions, and the criteria that candidates for those positions must meet.

Senator Weigel said that he intended to speak in favor of the motion which was going to be presented, and read a prepared statement in which he accused the administration of springing a blatant disregard of professionalism on us. He said that the motion (which was going to be presented) did not go far enough in expressing the degree of outrage experienced by the faculty and staff, and that, in his years at Western, he

had not witnessed any issue which aroused such anger and hostility against our administration as has this one. The wound is serious and these feelings need to be voiced publicly and not buried behind closed doors, he continued, and charged that

- (i) there is common agreement that the recent series of administrative promotions violate the spirit if not the law of affirmative action, even though the end result has been to increase our percentages of female and minority administrators;
- (ii) the high salaries assigned to these jobs are unconscionable when compared to the meagre increases in faculty and staff salaries over the past several years;
- (iii) the so-called streamlining of our administration appears to have increased the number of positions and their cost;
- (iv) President Zacharias' policy of conducting open searches for administrative positions has been eradicated;
- (v) the administration is practicing "good ole boy" politics, which properly belong to the past and should have no place in the running of a fine University in this age.

Senator Brunson remarked that even the cabinet officers selected by the President of the United States have to be confirmed by the Senate.

Chair Evans said that business schools teach that a manager who does not have the right to make his own appointments does not have authority; hence, the President must have this right. That does not rule out the advertisement of the vacancy or the involvement of a committee to make recommendations; the President can nevertheless choose whom he pleases.

Presentation of the Motion

A Campbell/Hessley motion was presented for a first reading:

Whereas, several recent appointments to administrative positions have been made without posting;

Whereas, they have been made without the use of search committees;

Whereas, qualified persons may have been denied the opportunity to apply for said positions;

Therefore, be it resolved that the Faculty Senate strongly urges that the President establish a policy for conducting an open search when filling all administrative positions and for arranging that applications for each position be reviewed by duly-appointed search committees.

Chair Evans said that, in his opinion, a large part of the emotional reaction to the recent administrative appointments is due to the fact that, at Western, administrators surpass faculty in both status and salary, and, therefore, the only way a faculty member can improve himself significantly in those areas is to obtain an administrative position.

Senator Kell moved that the Executive Committee establish a date in June for another special meeting of the Senate, for the purpose of a second reading of the Campbell/Hessley motion, and that proper notification to all Faculty Senate members be forthcoming. Senator Campbell moved to amend this motion to state that the time of the meeting be 3:00 pm, Monday, June 9. Both the amendment and the amended motion were passed by a voice vote.

Adjournment